

JAMES M. HARKLESS

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Present Occupation: Arbitrator (Lawyer)

Business Address:

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PROFESSIONAL AFFILIATIONS:

National Academy of Arbitrators (President - 1998-1999)

The College of Labor and Employment Lawyers (Honorary Fellow).

EDUCATION:

JD Law Harvard University 1955

AB History Harvard University 1952

CERTIFICATIONS:

Law Massachusetts 1956, Michigan 1956, District of Columbia 1969

ARBITRATION/LABOR RELATIONS EXPERIENCE:

1970 - Present: Arbitrator, Mediator, Fact-Finder and Hearing Officer in more than 3000 labor and employment cases (see industries below) for FMCS, AAA and NMB, Hawaii Labor Relations Board, and Washington, DC PERB, . Started as associate umpire under Ralph Seward, umpire with Bethlehem Steel and United Steelworkers of America. From **1962 to 1964**, was Appellate Court attorney in office of NLRB General Counsel. **1961-62**, served as General Counsel of Ad-Hoc Subcommittee, of Labor and Education Committee, U.S. House of Representatives. **1957 to 1960**, associate in Boston Law firm specializing in Labor Relations. **1955 to 1957**, Law Clerk to Massachusetts Supreme Judicial Court Judge and Chief Law Clerk to Court **1956-1957**.e

INDUSTRIES:

Aerospace; airlines; aluminum; automotive; bakery; brewery; broadcasting; chemicals; clothing; coal; construction; dairy; education; electrical equipment; entertainment/arts; federal sector; food processing; foundry; furniture; health care; hospital/nursing home; hotels/restaurant; iron; local government; lumber; manufacturing; mining; petroleum/petrochemicals; pharmaceuticals; plastics; police and fire; pulp & paper; retail stores; rubber/tire; ship building & drydock; steel, tobacco; transportation; truck & storage; utilities.

ISSUES:

Absenteeism; alcohol & drug abuse; arbitrability; work assignment; bargaining unit work; demotion; discharge; discipline; discrimination; health & welfare; holidays & holiday pay; incentive rates/standards; job classification; job evaluation; job posting & bidding; jurisdiction; layoff, bumping & recall; management rights; mergers; consolidation; contract terms; overtime/overtime pay; past practice; pensions; promotion; rate of pay; RIF; retirement; report, call-in, callback pay; safety; scheduling of work; seniority; severance pay; sexual harassment; strike or lockout; subcontracting; successor; training; union business; union security; vacations & vacation pay; work performance; working conditions.

FEES:

PER DIEM FEE: \$2,400.00

CANCELLATION FEE: Postponement or cancellation within 30 days prior to scheduled hearing
\$2,400.00

TRAVEL EXPENSES: Travel and travel time at per diem hourly rate (\$300) from Kapalua, Maui, HI.
Reasonable air, ground and lodging expense, as needed.